
Employee Fraud Warning Letter

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*Employee
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Letter*

2022-03-18

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Ketek Clinical Study
Fraud: What Did Aventis

Know? Serial No. 110-87,
February 12, 2008, 110-2
Hearing, *. Bloomsbury
Publishing

From the creator of the
popular website Ask a

Manager and New York's
work-advice columnist
comes a witty, practical
guide to 200 difficult
professional
conversations—featuring

all-new advice! There's a reason Alison Green has been called "the Dear Abby of the work world." Ten years as a workplace-advice columnist have taught her that people avoid awkward conversations in the office because they simply don't know what to say. Thankfully, Green does—and in this incredibly helpful book, she tackles the tough discussions you may need to have during your career. You'll learn what to say when • coworkers push their work on

you—then take credit for it • you accidentally trash-talk someone in an email then hit "reply all" • you're being micromanaged—or not being managed at all • you catch a colleague in a lie • your boss seems unhappy with your work • your cubemate's loud speakerphone is making you homicidal • you got drunk at the holiday party
 Praise for *Ask a Manager*
 "A must-read for anyone who works . . . [Alison Green's] advice boils down to the idea that you should be professional

(even when others are not) and that communicating in a straightforward manner with candor and kindness will get you far, no matter where you work."—Booklist (starred review)
 "The author's friendly, warm, no-nonsense writing is a pleasure to read, and her advice can be widely applied to relationships in all areas of readers' lives. Ideal for anyone new to the job market or new to management, or anyone hoping to improve their work

experience.”—Library Journal (starred review) “I am a huge fan of Alison Green’s Ask a Manager column. This book is even better. It teaches us how to deal with many of the most vexing big and little problems in our workplaces—and to do so with grace, confidence, and a sense of humor.”—Robert Sutton, Stanford professor and author of *The No Asshole Rule* and *The Asshole Survival Guide* “Ask a Manager is the ultimate playbook for navigating the traditional workforce

in a diplomatic but firm way.”—Erin Lowry, author of *Broke Millennial: Stop Scraping By and Get Your Financial Life Together*
Departments of Transportation, Treasury, the Judiciary, Housing and Urban Development, and Related Agencies Appropriations for Fiscal Year 2007: Justifications: independent agencies
American Bar Association
Whether you’re addressing an initial infraction or handling termination-worthy

transgressions, you need to be 100 percent confident that every employee encounter is clear, fair, and most importantly, legal.
Thankfully, HR expert Paul Falcone has provided this wide-ranging resource that explains in detail the disciplinary process and provides ready-to-use documents that eliminate stress and second-guessing about what to do and say. Revised to reflect the latest developments in employment law, the third edition of *101 Sample Write-Ups for*

Documenting Employee Performance Problems includes expertly crafted, easily customizable write-ups that address: sexual harassment, absenteeism, insubordination, drug or alcohol abuse, substandard work, email and phone misuse, teamwork issues, managerial misconduct, confidentiality breaches, social media abuse, and more! With each sample document also including a performance improvement plan, outcomes and consequences, and a

section of employee rebuttal, it's easy to see why over 100,000 copies have already been sold, making life for managers and HR personnel significantly easier when it comes to addressing employee performance issues.

Semiannual Report to the Congress Ballantine Books

Demystify your financial statements and figure out what your accountant is talking about with this straightforward roadmap to the world of accounting. Few skills are as useful as

a basic understanding of accounting language. And with the right resources, learning the language of business can be intuitive, empowering, and fun. Accounting For Dummies is the perfect place to start, whether you're operating a small business, just need help managing the family budget, or you're a rising star in corporate America. It's a financial blueprint for the everyday person, easy-to-understand, and full of practical advice. You'll learn the basic ABC's of accounting, how

to read and understand financial statements, create best in class budgets & forecasts, craft profitable business plans, take control of your own finances, gain insight on how companies get money from investors and banks, and avoid common money mistakes that trip up even the best of us. You'll also find out how to: Diagnose the financial health of your business and make a realistic plan to grow your company Improve your own or your family's money situation with sound financial

planning and understanding Understand each of the three basic financial statements and what they say about a company's past, present, and future Enhance your knowledge of how accounting functions and operates in today's digital age and cloud-based world As a useful tool for business or as a guide to your personal finances, nothing compares to accounting mastery. And once you've nailed the basics, you'll wonder how you ever lived without this

universal and beautiful language.

Food Assistance John Wiley & Sons

The objective of this book is to link my human resource management experiences with my perception on what the Bible demonstrates about human resource management in general. My experiences are derived from industries such as health, media, security, education, manufacturing, and the banking industry. The Scripture quoted in this book is from the Holy

Bible, New International Version (NIV). In the book, I have also made a number of references to the Kenyan Labor Laws of 2007 (Employment Act 2007, the Occupational Health and Safety Act, and Labor Relations Act 2007). This book serves to enlighten employees about human resource management. Employees should learn that when a human resource practitioner does something, it is not out of malice but rather in line with the human resource policies. It is therefore the

duty of the employees to adhere to the employee code of conduct and the human resource policies. Managers in other departments will also get enlightened to embrace and support the human resource department. These managers should learn that human resource policies apply to everyone in the organization regardless of their job titles. The human resource department is just as important as any other department in any organization. Human resource practitioners are

therefore to be treated with respect and dignity as a part of the larger team driving the vision of the organization. Human resource practitioners will be encouraged to learn that in my perspective, the Bible is in support of human resource management practices. The Bible also gives human resource practitioners guidelines on how to run the human resource function. The human resource practitioners should therefore demonstrate integrity and

professionalism as they work in this noble profession. Students joining universities will get motivation to pursue human resource management as a career from my story in this book. This is a unique, interesting, and well-rewarding career.

Labor Arbitration Awards
Sweet & Maxwell
The 3rd edition takes into account the extensive changes made by the Companies Act 2006. This is an indispensable text for law students, covering all the essential areas of

company law in a clear and logical format.
Model Rules of Professional Conduct
Cengage AU
Immigration Practice guides readers through all aspects of immigration law in one volume, complete with over 3,000 footnote citations to the wide range of statutes, regulations, court and administrative cases, policy memos, operations instructions, agency interpretive letters, and internet sites that a lawyer needs for complete understanding of a

particular problem. No other source merges the practical with commentary and analysis so helpfully. The book explains in understandable language and meaningful and dependable detail the substantive issues and the practical procedures a lawyer needs to handle a specific immigration matter, complete with checklists of forms, supporting evidence, and other strategies needed for application/petition packages. The book has unparalleled coherence,

integration and consistency. * Liberally cross references to other sections in the book where related topics are discussed (because so many topics are interrelated). * Line-by-line instructions on how to complete the most commonly used forms to avoid embarrassing mistakes. * Lists the contents of packages to file with government agencies: forms and fees, detailed support letters, and other supporting evidence. * Explanations of potentially applicable

visa options organized according to the attributes of the foreign national (and the employer), rather than classifications in alphabetical order, so that practitioners can make sense of options in light of the client in the office. * Comparisons and charts of attributes and procedures of such topics as nonimmigrant visa classifications, procedures to permanent residence, and standards of "extreme" hardship. * Citations throughout the book, and collection in the

extensive CD-ROM Appendix, to primary source materials and the most useful Internet site URLs with explanation of the increasingly helpful free databases and tools available through each one. • Internet Links: Constantly increased and updated links to government web sites containing current contact information, forms, primary law sources of all types, case status information, and processing and substantive guides--all referenced by pinpoint

citations in the text. See Chapter 5 explaining sources of law, Appendix C and D-1 showing web links, and the CD-ROM in the back cover providing one-click access! Readers are strongly encouraged to review and use the CD-ROM and to consider saving Appendix C, D-1, and E-1 into their hard drives or saving the links to their internet browser "favorites" or "bookmarks" for ready reference all the time. • Upgraded removal-related treatment: significant improvements to

Chapters 10, 11, and 16 by attorney who has worked for immigration courts several years. • Supreme Court decisions: effects of limited marijuana distribution offense as aggravated felony (§ 10-6(b)(1)(vi)); tax offenses as aggravated felonies (§ 10-6(b)(1)(vi)); rejection of "comparable grounds rule" for 212(c) eligibility (§ 10-6(b)(1)(vii)); modified categorical approach applies only to divisible statutes (§ 10-6(b)(2)(i)); non-retroactivity of Padilla

decision (§ 10-6(b)(2)(vi)); rejection of the "statutory counterpart rule" for § 212(c) waivers (§ 11-5(f)); invalidation of the Defense of Marriage Act § 14-7(a)(2)(i)); non-imputation to child of firm resettlement of parents (§ 16-4(c)). • Lower federal court decisions: concerning such issues as: recognizing a beneficiary to have standing to challenge a USCIS petition denial (§ 2-2(a)(1)(I)); reviewability of good moral character determinations and other (§ 2-2(a)(1)(I)); court

order of USCIS to speed up FOIA certain responses (§ 4-2); CBP FOIA process (§ 4-2); DOL case disclosure data (§ 4-5); need to exhaust remedies under DHS TRIP to challenge inclusion on watch list (§ 10-3); CIMT crime determinations (§ 10-6(b)(1)(iii)); effect of a single firearm sale (§ 10-6(b)(1)(vi)); 212(h) waiver eligibility in regard to post-entry adjustment but not as to stand alone request (§ 10-6(b)(3)); interference with police helicopter using laser light as CIMT (§ 10-6(c));

whether post-entry adjustment is an admission for § 212(h) waivers (§ 10-6(b)(3)); whether there is an involuntariness or duress exception to the terrorism support bar (§ 10-6(c)); enforcement of I-864 financial support obligations (§ 10-6(d)(2)); mandatory bond hearing after six months of detention (§ 11-3(f)); ICE detainers found to lack authority (§ 11-3(g)); representation in immigration court at government expense for aliens with serious mental

disabilities (§ 11-4(g)); stop-time and petty offense exceptions relating to cancellation of removal (§ 11-5(f)); revelation of the BIA's erroneous reliance for decades on nonexistent provisions of Mexican Constitution affecting legitimation issues (§ 12-3(d)(3)); rejection of BIA's rule against nunc pro tunc adoption orders (§ 14-7(b)(3)); invalidation of FSBPT efforts to restrict applicants from certain countries to sit for physical therapy exams (§ 15-2(c)(2)); use of

impeachment evidence only to terminate asylum (16-2(b)); asylum claims of German homeschoolers, and mixed motive cases (§ 16-4(a)(3)); social group asylum claims (§ 16-4(a)(3)); expansive implications of inconsistencies in testimony (§ 16-4(a)(4)); "particularly serious crimes" barring asylum claims (§ 16-4(c)); special asylum procedures for unaccompanied children (§ 16-4(c)); adjustment eligibility of alien who entered without

inspection and then obtained TPS (§ 16-7(a)(6)); eligibility of after-acquired spouse under Cuban Adjustment Act (§ 16-7(e)); preempted state law provisions aimed at aliens, employers, and landlords (§ 19-4(l)(3)). • BIA decisions on such issues as: what constitutes a drug trafficking crime (§ 10-6)(b)(1)(iv); implications of child pornography conviction (§ 10-6(b)(1)(vi)); possession of ammunition by a convicted felon (§

10-6(b)(1)(vi)); availability of "stand-alone" § 212(h) waiver without adjustment application (§ 10-6(b)(3)); service of NTA on a minor (§ 11-3(b)); service of NTA and other safeguards for aliens with serious mental conditions (§ 11-4(g)); approval of administrative closure of removal cases (§ 11-5(d)); termination of asylum, then removal and relief in proceedings (§16-2(b)); relocation issues in asylum claims (§ 16-4(a)(3)). • Regulations, government policy memorandums, other

decisions, and government web site enhancements concerning such matters as: differing government renderings of single name for certain persons (§ 1-6(a)(3)); USCIS refusal to accept stamped signatures for attorneys on G-28 (§1-6(a)(3)); USCIS use of bar codes for forms, and danger of making marginal notes on forms (§1-6(a)(3)); USCIS use of customer-completed "e-Request Service" inquiries (§ 2-2(a)(1)(F)); movement of all visa processing to the

electronic CEAC system (§ 2-3(a)); replacement of the CBP Inspectors Field Manual with the Officer's Reference Tool and the beginning effort to replace the USCIS Adjudicators Field Manual with the online Policy Manual (§ 5-4); replacement of the paper I-94 card for air and sea entries with an "automated" online I-94 record (§ 7-4(b) and other sections); new section on "Other Redress for Adverse Results (on visas and admissions, § 7-4(c)(14)); the radical

implications of Matter of Arrabally and Yerrabelly concerning the effects of departure under advance parole (§§ 8-7(d)(2)(i) and 10-6(f)); modernization of the immigrant visa process (§ 8-8); new "Provisional Unlawful Presence Waivers" within the U.S. using Form I-601A (§ 10-6(f)); exception to false claim to U.S. citizenship inadmissibility if claim made before individual was age 18 (§ 10-6(g)); EOIR Online representative registration system (§

11-3(e)); ICE Parental Interests Directive and ICE "eBOND" online bonding process (§ 11-3(f)); ICE non-renewal of 287(f) agreements (§ 11-3(g)); Deferred Action for Childhood Arrivals (§ 11-3(h)(3)); ICE recognition and implementation of statute allowing post-removal challenges (§11-8(b)); new USCIS Policy Manual provisions on naturalization eligibility and process, including residence, selective service, § 319(b) special rules, and other issues,

and new N-400 form and instructions (Chapter 12); Government-side implementation of the Supreme Court's recognition of same-sex marriage (various chapters); exceptional circumstances allowing foreign-country filing of I-130 petitions where no USCIS office is located (§ 14-5(a)); implications of a withdrawn I-140 (§ 15-1(h)); various policy developments concerning EB-5 investors (§ 15-2(f)); numerous BALCA cases and DOL positions affecting the PERM labor

certification process and the publication of data about applications (§ 15-3); updated Affirmative Asylum Procedures Manual (§ 16-3(a)); USCIS memo on "exceptional circumstances" for failure to appear at asylum interview (§ 16-3(a)(1)(iii)); litigation settlement agreements to share asylum officer interview notes in FOIA (§ 16-3(a)(2)), concerning asylum applicant work authorization process and "Clock" (§ 16-3(c)), and failure to appear at I-730 interview (§ 16-3(f));

bundling of related L-1 petitions (§ 17-3(b)(4)(i)); presumed L-1 visa validity for maximum reciprocity duration but sometimes more limited stays from CBP (§ 17-3(b)(7)); filing I-129 petition for Canadian TN, and duration of Mexican TN separate from visa validity (§ 17-4(c)(2)(ii)); H-1B and H-2A flip-flopping administrative and congressional positions (§ 17-4(d) and 17-5(e)(1)); "B-1 in lieu of H" in effect but "under review" (§ 18-3(1)(2)(B)); accreditation

requirements for F-1 language training programs (§ 18-4(d)(1)); cessation of CBP stamping of I-20 forms (§ 18-4(d)(3)); use of electronic ELIS system for certain changes of status (§ 18-4(d)(4)); new "cap gap" and STEM OPT extension policies (§ 18-4(d)(9)(iii)); possible need for separate waivers for different J experiences subject to § 212(e) (§ 18-5(b)(2)(ix)); revisions to M-274 Handbook for Employers for I-9, USCIS "I-9 Central" web site, and IRS tightening of ITIN

application process (§ 19-4(b)); ICE policies about auditing electronically generated I-9 forms (§ 19-4(h)); OCAHO reductions of ICE I-9 fines on employers (§ 19-4(j)); ICE definition of "technical and procedural" errors subject to correction under good faith rules (§ 19-4(j)); USCIS revision of E-Verify MOU and new notice to workers about TNC resolution, expansion of E-Verify "photo tool," and "lock out" of suspect SSNs from E-Verify (§ 19-4(l)(1)).

Disciplinary Acitons

Excel Books India

The ultimate tool for understanding, investigating and preventing fraud Fraud is an evil with a life of its own that leaves a financial, reputational, and emotional toll on its victims. While monumental scandals, such as Enron, WorldCom, and Madoff's Ponzi scheme make the front pages, fraud is a daily occurrence impacting companies and individuals alike. Faces of Fraud reveals must-know

characteristics of fraudsters and the skills needed to outwit them. Recognized Fraud Fighting Expert Martin Biegelman draws from his 40 years of experience fighting fraud to profile not only the key traits fraudsters share, but also the qualities fraud examiners must possess to be successful. Each chapter contains stories from actual cases that the author investigated Profiles the must-know characteristics of fraudsters and the skills you'll need to outwit them Reveals the traits of

accomplished fraud examiners Explores the best practices in fraud detection, investigation and prevention to cultivate in order to maximize success Written by fraud fighting expert Martin T. Biegelman Although fraud will never be completely eradicated, there is much that can be done to reduce the number and size of frauds that take place in any organization. Boiling down the key lessons the author has culled from his long career, Faces of Fraud entertains and informs

with stories from real cases the author investigated over his long career, and imparts useful tips you can start using right away in the fraud examination field.

Accounting For Dummies John Wiley & Sons

The Interviewer's Handbook advises on interview techniques for a variety of workplace situations including recruitment interviews, performance appraisals, attendance and absence management, discipline and grievance

management and accident investigation. This book offers essential advice on the use of effective questioning techniques and how to get the most out of an interviewee. It provides in-depth guidance on the role that body language plays and examines the significance of listening techniques. The Interviewer's Handbook also shows how to encourage dialogue and avoid conflict in sensitive situations. Case studies and scenarios are provided throughout to

illustrate these vital techniques and how they get the best out of the interviewee and interviewer.

Immigration Practice - 15th Edition BNA Books (Bureau of National Affairs)

The Canadian edition of The Little Black Book of Scams is a compact and easy to use reference guide filled with information Canadians can use to protect themselves against a variety of common scams. It debunks common myths about scams, provides

contact information for reporting a scam to the correct authority, and offers a step-by-step guide for scam victims to reduce their losses and avoid becoming repeat victims. Consumers and businesses can consult *The Little Black Book of Scams* to avoid falling victim to social media and mobile phone scams, fake charities and lotteries, dating and romance scams, and many other schemes used to defraud Canadians of their money and personal information. *101 Sample Write-Ups for*

Documenting Employee Performance Problems
Competition Bureau
Canada
With proven techniques and professional insight, this one-of-a-kind resource is your complete guide to ensuring both effective patient care and sound business practices in the medical facility. From the front office to financial management, each detailed chapter addresses the interpersonal and administrative concerns you'll face in the management of a medical

office, accompanied by realistic forms, letters, and procedural policies that help you prepare for on-the-job success. This new edition keeps you up to date on emerging developments in billing and coding, documentation, ethical and legal issues, and technological advances to help you keep your medical office at the forefront of the competitive health care field. *Manager's Alert* boxes detail measures to help you avoid complications and prevent

potential emergencies. From the Expert's Notebook boxes help you build daily decision-making skills with helpful tips, suggestions, and insights drawn from real-world practice. Exercises at the end of each chapter reinforce concepts and help you assess your understanding. Detailed appendices provide fast, easy access to commonly used abbreviations and symbols, Medicare information, helpful websites, and answers to the end-of-chapter exercises, as well as a

sample procedure and policy manual to guide you in developing your own practices. Written Communication chapter helps you ensure proper communication and documentation in the health care facility. Updated content in the Medical Record chapter familiarizes you with the latest information on the electronic medical record. The updated Billing, Coding, and Collections chapter keeps you up to date with the latest coding and insurance forms (CMS 1500).

Coverage of current legal and ethical issues and emerging technology in the medical office keep you apprised of recent developments.

Fraud and Abuse in Government Benefit Programs Government Printing Office

The Kenya Gazette is an official publication of the government of the Republic of Kenya. It contains notices of new legislation, notices required to be published by law or policy as well as other announcements that are published for

general public information. It is published every week, usually on Friday, with occasional releases of special or supplementary editions within the week.

Departments of Transportation, Treasury, HUD, the Judiciary, District of Columbia, and Independent Agencies Appropriations for 2007 AMACOM

Special edition of the Federal Register, containing a codification of documents of general applicability and future

effect ... with ancillaries. Decisions and Orders of the National Labor Relations Board, V. 343, September 28, 2004, Through December 20, 2004 John Wiley & Sons Corporate Internal Investigations have become more and more important for businesses as a means to minimise business liability risks. These liability risks often result from a managerial failure to observe a particular regulatory code. For international businesses, the obligation upon management to

supervise compliance does not stop at national borders and the introduction of whistle-blowing systems within businesses is only a small step in terms of minimising the risks. The greater challenge for businesses is to examine and analyse the findings of internal investigations, and this often calls for an internal investigation to be conducted internationally. Recent cases of law enforcement by national or international authorities against companies and

individuals have highlighted the legal pitfalls and boundaries of Corporate Internal Investigations. The authors of this work offer an overview of the recurring legal questions regarding internal investigations in 13 different jurisdictions (Austria, Brazil, China, France, Germany, Great Britain, Indonesia, Italy, Mexico, Russia, Spain, Switzerland and USA). The book is especially concerned with the requirements for the initiation of internal

investigations and the legal boundaries of different investigative measures. In addition, questions concerning data protection, employment laws, the conduct of interviews with employees and penalties for inappropriate employee conduct are described.

Fraud in Government Programs Kogan Page Publishers

The Model Rules of Professional Conduct provides an up-to-date resource for information on legal ethics. Federal,

state and local courts in all jurisdictions look to the Rules for guidance in solving lawyer malpractice cases, disciplinary actions, disqualification issues, sanctions questions and much more. In this volume, black-letter Rules of Professional Conduct are followed by numbered Comments that explain each Rule's purpose and provide suggestions for its practical application. The Rules will help you identify proper conduct in a variety of given situations, review those

instances where discretionary action is possible, and define the nature of the relationship between you and your clients, colleagues and the courts.

Saunders Medical Office Management - E-Book
Juris Publishing, Inc.

Leadership & Management: Theory & Practice by Kris Cole focuses on comprehensive coverage of the core management units within the Diploma of Leadership and Management BSB51915 and Certificate IV in

Leadership and Management BSB42015. This market-leading textbook provides students with rigorous information while balancing the key topics with a practical approach, through real-life case studies, examples and problem-solving techniques. It uses everyday business terms and language, putting management in a context that makes it easy to understand for all types of learners. Leadership & Management: Theory & Practice enables students

to strengthen skills in areas such as managing poor performance, being more directive, and solving problems permanently. It is noted for its application across industry sectors and different types of business.

Ask a Manager Partridge Publishing Singapore
The number of FDA regulations and the agency's increased expectations is staggering and their content tedious, creating a regulated industry need for compliance insight and

appropriate detail. This book is the reference needed to successfully navigate through the FDA maze! The target audiences for this desk reference include: Regulatory professionals, who know their responsibility to keep their firm's employees trained and competent on FDA device regulations and who need a preliminary desk reference that can be used throughout their enterprise to help train and ensure compliance Neophytes, who know

nothing about FDA but need a resource that provides both broad and specific information in sufficient detail to be useful Beginners, who know a little about FDA, need to know more, and need a reference tool to help them be more effective and productive on the job Intermediates, who knows enough about FDA to know they need to know more and who need a reference tool that provides them with both more basics and executable detail Busy managers, who need to

know regulatory requirements and FDA expectations in order to manage compliance in their specific activity Busy executives (CEOs, COOs, and operations managers, whom FDA holds responsible for all regulatory compliance), who also need a desk reference with specific information to quickly assess regulatory compliance, identify potential noncompliance, and review corrective, preventive, and compliance actions
Faces of Fraud Elsevier

Health Sciences
Get inspired to build a profitable business with this essential guide In the latest edition of this bestselling and authoritative reference, *Small Business For Dummies* explains how to set your business on the path for success. Using this guide, you'll discover how to nurture your entrepreneurial spirit, build a winning edge over your competitors, and respond to the increasing challenges of everyday business. From the basics

of setting up a budget to working out your exit plan, this book explains how to grow a profitable business that responds quickly to opportunities. You'll learn how to identify what's different about your business, and how you can use this knowledge to build your brand and generate above-average profits. This new edition also covers: Using business plans to stay one step ahead Building positive teams and managing employees Creating

financial projections that actually work Attracting the kind of customers you really want Expanding your online presence Whether you're a small business veteran or new to the game, this guide provides practical advice and inspirational guidance for every step along the way.

Corporate Internal Investigations Quality Press

Department of State News Letter

Semiannual Report to the Congress